

May 25, 2001

Dear AEA Chief Administrator:

Enclosed with this letter is a copy of the 2000-01 Phase III Final Report which is to be completed by each area education agency and returned to the Department of Education no later than August 15, 2001.

Please print a copy of the Report form, complete it, and mail it to me no later than August 15, 2001.

Please share this report with the appropriate staff members in your agency and have it completed and returned to me at this address.

Steve Fey, Consultant
Bureau of Administration and School Improvement Services
Grimes State Office Building
Des Moines, Iowa 50319-0146

If you have questions or need assistance, please contact me at steve.fey@ed.state.ia.us or 515-281-3552.

Sincerely,

Steve Fey, Consultant
Bureau of Administration and School Improvement Services

State of Iowa
Department of Education
Bureau of Administration and School Improvement Services
EDUCATIONAL EXCELLENCE PROGRAM

2000-01 Phase III Final Report

Section 1. AEA Data

AEA Chief Administrator: _____ Telephone: _____

Affidavit _____ County

State of Iowa

I, THE UNDERSIGNED CHIEF ADMINISTRATOR OF THE _____
AREA EDUCATION AGENCY, swear or affirm that information submitted herewith does represent an accurate,
unduplicated, and true account of activities under the approved 2000-01 Phase III Plan of this district and is in
compliance with all applicable State Laws and Rules. I further swear or affirm that all supporting documentation of
the status and results of all activities and programs reported herein will be maintained in a central location for a
period of at least five years.

Signature of Chief Administrator

Subscribed and sworn to me by the above AEA chief administrator on this _____ day of _____, 2001.

Notary Public

My commission expires _____

Department of Education Use

Section 2: Principles of a Comprehensive School Improvement Plan

Directions: Check with an **X** all that apply. Leave blank those items that do not apply.

Reminder: An **X** also indicates that the district has supporting documentation.

NOTE: All quotes in this section are from the 1996-97 Phase III Application Packet, "Principles of a Comprehensive School Improvement Plan."

Phase III funds were paid to staff members for their work in the following components of a school improvement plan:

- _____ 2.1 Identifying student learning needs: "Locally and collaboratively developed statements of student learning needs should be the driving force in the development of the district's School Improvement Plan."
 - _____ 2.2 Establishing expectations for student learning: "Identified and validated learning needs should be translated into clear statements of expectations for student learning."
 - _____ 2.3 Developing a plan to fulfill learning expectations: "A plan should be developed which uses resources efficiently to fulfill learning expectations as expressed in goals."
 - _____ 2.4 Implementing action plans to achieve the school improvement plan goals: "Action plans should be used to achieve the goals developed in the plan."
 - _____ 2.5 Evaluating results: "The results should be analyzed in order to decide what more needs to be done to meet the goals or to set new goals."
 - _____ 2.6 Reporting results to the public: "The various publics shall be periodically informed of the district's progress toward meeting student needs."
 - _____ 2.7 Developing a district plan for school improvement: Our district did not previously have a school improvement plan as required by Iowa Code section 280.12. Staff members were paid 2000-01 Phase III funds to help develop this plan.
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Section 3: Description of Plan Implementation

Directions: Check with an **X** all that apply. Leave blank those items that do not apply.

Reminder: An **X** also indicates that the district has supporting documentation.

- _____ 3.1 Implemented study teams (If no, go to 3.12; if yes, go to 3.2-3.11.)
 - _____ 3.2 Participants were provided training in the study team process.
 - _____ 3.3 The study team developed and used ground rules.
 - _____ 3.4 The study team used group roles (facilitator, recorder, etc.).
 - _____ 3.5 The study team used processes to ensure all members were equal participants.
 - _____ 3.6 The study team kept logs of all meetings.
 - _____ 3.7 The study team had a specific purpose and goal.
 - _____ 3.8 The study team goal was fully attained.
 - _____ 3.9 The study team was partially attained.

- _____ 3.10 The study team goal was not attained.
- _____ 3.11 The study team process was effective.
- _____ 3.12 Studied and developed curriculum, assessments, and instruction. (If no, go to 3.31; if yes, go to 3.13 - 3.30.)
 - _____ 3.13 Reviewed research.
 - _____ 3.14 Evaluated existing program(s).
 - _____ 3.15 Monitored progress of current implementation.
 - _____ 3.16 Disaggregated student data.
 - _____ 3.17 Developed student learner outcomes.
 - _____ 3.18 Developed materials, activities, etc.
 - _____ 3.19 Planned staff development based on curricular changes.
 - _____ 3.20 Analyzed and selected textbooks and/or other materials.
 - _____ 3.21 Reviewed the district's assessment system.
 - _____ 3.22 Reviewed selected portions of the district's assessment system.
 - _____ 3.23 Reviewed multiple assessment strategies and aligned with instructional practices.
 - _____ 3.24 Used research to inform assessment change.
 - _____ 3.25 Modified student progress reporting to include multiple assessment strategies.
 - _____ 3.26 Explored and modified student achievement tracking systems.
 - _____ 3.27 Researched and designed alternate patterns for instructional time.
 - _____ 3.28 Researched and designed alternate time patterns for professional development.
 - _____ 3.29 Researched and designed restructured space and time for more flexible instruction.
 - _____ 3.30 Researched and developed plans to make technology an integral part of the curriculum, assessment, and instruction.
- _____ 3.31 Implemented staff development (If no, go to 3.50; if yes, go to 3.32-3.49)
 - _____ 3.32 Implemented strategies which provide learning opportunities for teachers outside the school walls.
 - _____ 3.33 Implemented service learning for teachers.
 - _____ 3.34 Implemented apprenticeships for teachers.
 - _____ 3.35 Implemented job shadowing for teachers.

- _____ 3.36 Implemented internships for teachers.
- _____ 3.37 Implemented employer mentoring for teachers.
- _____ 3.38 Implemented distance learning for teachers.
- _____ 3.39 Trained teachers to facilitate student-conducted research in real life, unpredictable settings.
- _____ 3.40 Conducted training in Dimensions of Learning.
- _____ 3.41 Conducted training in identifying and preventing harassment.
- _____ 3.42 Conducted training in technology.
- _____ 3.43 Conducted training in cooperative learning.
- _____ 3.44 Conducted training in multicultural, nonsexist approaches to teaching/learning.
- _____ 3.45 Conducted training in middle school concepts.
- _____ 3.46 Conducted training in New Standards Project.
- _____ 3.47 Conducted training in developing integrated curriculum.
- _____ 3.48 Conducted training in REACH.
- _____ 3.49 Conducted training in general effective teaching practices.
- _____ 3.50 Implemented collaboration to encourage student achievement. (If no, go to section 4; if yes, go to 3.51-3.55)
- _____ 3.51 Implemented K-12/district-wide collaboration.
- _____ 3.52 Collaborated with community college(s).
- _____ 3.53 Collaborated with the business community.
- _____ 3.54 Collaborated with the regional planning board.
- _____ 3.55 Collaborated with higher education institutions.

Section 4: Results of Plan Implementation

Directions: Check with an **X** all that apply. Leave blank those items that do not apply.

Reminder: An **X** also indicates that the district has supporting documentation.

- _____ 4.1 The district has collected evidence of the plan's impact on student achievement.
- _____ 4.2 The evidence indicates student achievement has improved.
- _____ 4.3 The district has collected evidence of the plan's impact on teacher performance.
- _____ 4.4 The evidence indicates teacher performance has improved.

_____ 4.5 The district has collected evidence of the plan's impact on supporting systemic change.

_____ 4.6 The evidence indicates that systemic change has occurred.

Check with an X types of activities/data used to determine performance-based pay

(If performance-based pay was not implemented, go to Section 5.)

_____ 4.7 Assessments of teacher performance using an evaluation instrument.

_____ 4.8 Assessments of teacher performance based on an individual goal.

_____ 4.9 Assessments of teacher performance based on group/building goals.

_____ 4.10 Assessments of student performance based on an individual goal.

_____ 4.11 Assessments of student performance based on group/building goals.

Provide specific data regarding the implementation of performance-based pay.

_____ 4.12 The total number of teachers eligible to participate in performance-based pay.

_____ 4.13 The total number of teachers who participated in performance-based pay.

_____ 4.14 The total number of teacher who received performance-based pay.

_____ 4.15 The smallest salary increase from performance-based pay (Example: \$100)

_____ 4.16 The largest salary increase from performance-based pay (Example: \$1,000)
NOTE: If the smallest and the largest are identical, enter that amount on both lines.

_____ 4.17 The total salary dollars for all teachers paid as performance-based pay (Example: \$24,000)

Section 5: Summary of Degree to Which Phase III Plan Objectives Were Met

Directions: Specify how many objectives were fully attained, as well as the total number of objectives.

_____ 5.1 #objectives fully attained

_____ 5.2 # objectives partially attained

_____ 5.3 # objectives not attained

_____ 5.4 # objectives in progress; plan on schedule

_____ 5.5 # objectives revised; on/ahead of schedule

_____ 5.6 # objectives revised; schedule revised

_____ 5.7 **TOTAL** number of Phase III plan objectives (Lines 5.1 through 5.6 **must equal** line 5.7.)

Section 6: Consulting Services

Directions: List the names and addresses of individuals/firms providing consulting services, the specific training provided, and the amount of Phase III funds paid. Report in whole dollars. Use extra pages as needed.

Name & Address	Consulting Service Provided	Amount of Phase III Funds
Example: Tyson & Associates 2793 Fisher Road Kanawha, IA 50447	Developing performance-based diploma	\$1,475

Section 7: Innovations

Directions: Describe any innovative processes which have occurred or products which have been developed, as a result of Phase III funding, including the target group, the program component, how staff were trained, how staff implemented the program, innovative characteristics, the assessment techniques used to determine the innovation's success, the amount of Phase III funds expended (where applicable). Please limit responses to both sides of this sheet. Thank you.

Department of Education
Bureau of Administration and School Improvement Services
2000-01 Phase III FINAL REPORT

Section 8. Staff Participation Report
2001

Due: August 15,

AEA Number:

_____/_____

AEA Name:

INSTRUCITONS:

Enter the total number of teachers (not FTE) to answer the following questions:

- _____ 1. The total number of teachers eligible to participate in the 2000-01 Phase III plan
- _____ 2. The total number of teachers receiving 2000-01 Phase III salary dollars
- _____ 3. The total number of teachers receiving 2000-01 Phase III travel dollars
- _____ 4. The total number of teachers receiving 2000-01 Phase III college tuition reimbursement dollars
- _____ 5. The total number of teachers receiving 2000-01 Phase III workshop/conference fee dollars

A. Please ENTER (type or print clearly) the name and social security number of all eligible district personnel

B. CHECK each person who received 2000-01 Phase III funds

C. CIRCLE the social security number and CHECK the name of part-time administrators/part-time

Teachers who received 2000-01 Phase III funds.

*NOTE: Do not include people who received indirect costs funds.

Do not include people listed in Section 6. Consulting

	NAME	SOC. SEC. #
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

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PLEASE COPY THIS PAGE AS NEEDED